



Orro Diversity, Equity, and Inclusion Policy

Policy
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Contents

Overview	3
Our commitment	3
Key Principles	3
The Additional Focus We Apply	4
Further Information	4

Overview

Orro is dedicated to offering a workplace where everyone can thrive, and we recognise that good intentions are not good enough.

This Diversity, Equity, and Inclusion policy is our clear commitment to creating a diverse, equitable, and inclusive workplace that supports and enables all our employees to reach their full potential — no matter what.

This policy applies to all employees in Australia and overseas, as well as contractors, consultants and casuals engaged with Orro.

Our commitment

Our commitment to diversity, equity, and inclusion is at the heart of what we do at Orro, and we seek to create a workforce of diverse backgrounds, perspectives, and experiences.

Harnessing these differences and creating an inclusive workplace is not only the right thing to do, it has been proven to increase creativity, productivity, and ultimately allows us to better serve our customers and communities.

We recognise and respect qualities that are unique to each member of our team including ethnicity and cultural background, gender, age, sexual orientation, religion, physical ability, neurodiversity and much more. Every member of Orro is responsible for fostering diversity, equity, and inclusion, and must treat all employees with mutual respect. Orro will not tolerate discrimination, harassment, workplace bullying, or victimisation of any kind.

Key Principles

Orro is committed to being an equal opportunity employer, providing a fair and equitable work environment, where all employees and candidates are treated equally and without discrimination. We will further achieve a diverse, equitable, and inclusive workplace by eliminating stigmas and limitations, and creating a culture of inclusion through education, awareness, and understanding.

All of this involves adhering to several key principles, practices and goals:

1. **Non-Discrimination:** Ensuring that employment practices do not discriminate against any individual or group based on race, gender, age, disability, religion, sexual orientation, marital status, pregnancy, family responsibilities, or any other characteristic protected by law.
2. **Inclusive Recruitment:** Implementing recruitment processes that provide equal access to all potential candidates, ensuring that job advertisements and selection criteria are inclusive and free from bias.
3. **Fair Policies:** Creating and enforcing workplace policies and practices that promote equality and fairness, such as anti-discrimination, anti-harassment and equal pay policies. It is important that employees doing work of equal value and equal experience receive equal pay.
4. **Accessibility and Reasonable Adjustments:** Creating a culture that is respectful, inclusive, and accessible to people of all physical abilities and neurodiversity. Providing necessary accommodations and adjustments to support employees with disabilities, ensuring they have equal opportunities to perform and progress in their jobs.
5. **Age:** Creating a culture that attracts, nurtures, and retains employees of all generations.

6. **Gender balance:** Increasing representation across the company, with a particular focus on graduates and senior leadership roles.
7. **Gender identity and sexual orientation:** Creating a culture that fosters workplace inclusion for all those who identify as LGBTQI+.
8. **Multiculturalism:** Increasing the number of individuals from different cultural backgrounds, including underrepresented ethnicities, cultures, and backgrounds across the company.
9. **Culturally Inclusive:** Supporting the recruitment, retention, development, and career progression of Aboriginal and Torres Strait Islanders, including through our education, scholarship and internship programs.
10. **Community involvement:** Engaging with our local communities and seek change through advocacy, program funding and thought leadership. Orro will continue to advocate for change and work with government, business, and community to advance diversity and inclusion in the broader society.
11. **Training and Development:** Offering training and professional development opportunities to all employees, with a focus on fostering diversity and inclusion within the workplace.
12. **Reporting and Accountability:** Regularly reviewing and reporting on the effectiveness of equal opportunity policies and practices, and being accountable for ensuring compliance with relevant equal employment opportunity (EEO) laws and regulations.

The Additional Focus We Apply

To achieve a diverse, equitable, and inclusive workplace, we believe the following are important:

- **Employee Empowered - We create inclusive environments based on respect**
 - We welcome all ideas, perspectives, and styles — even if it challenges the ‘way we have always done it’. All team members are actively encouraged to challenge their personal biases (both conscious and unconscious) and assumptions and — importantly — speak up against inappropriate comments or behaviour.
- **Leader-Led - Leadership is the key to an inclusive culture**
 - Our leaders understand the need for diversity, equity, and inclusion at Orro, and are available to support and promote DEI initiatives across the organisations.
- **Measuring Change - Progress is reviewed regularly**
 - We set clear targets with concrete goals and actions that are regularly reviewed by the Board. We will be open and transparent about our achievements and progress against targets through regular reporting to our employees and to the public. We will also review and monitor the effectiveness of our policies and practices to reduce bias regularly and share our learnings with our employees and customers.

Further Information

To discuss Orro’s diversity, equity, and inclusion policy, please speak with your manager. Alternatively contact HR@orro.group.

Orro policies are not contractual in nature, and Orro may amend, replace or withdraw its policies from time to time, at its sole discretion.

Approval: Rachel Sands, Chief People & ESG Officer

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